



# SCHOOL *for the* Deaf & Blind

*giving kids the building blocks to independence*

3911 CENTRAL AVENUE  
Great Falls, Montana 59405  
406.771.6000 V/TTY  
406.771.6164 FAX  
[www.msdb.mt.gov](http://www.msdb.mt.gov)

**DEPARTMENT: Montana School for the Deaf and Blind**

**Division:** Education

**JOB TITLE:** Behavior Specialist

**START DATE:** August 20, 2007

**STARTING SALARY:** Dependent on education and years of experience

**LOCATION OF JOB:** Great Falls

**STATUS:** Permanent, Full-time, One Position Available (185 duty days)

**SUPPLEMENT REQUIRED:** Yes

**PAY GRADE:** Contract exempt

**POSITION NUMBER:**

**BARGAINING UNIT:** MEA/MFT

**CLOSING DATE:** July 16, 2007

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**TYPICAL DUTIES:** The Behavior Specialist is responsible for generating and implementing programs to remediate behavioral and social problems among students. This position is responsible for consultation with school personnel and parents/guardians of students receiving behavior intervention at both MSDB and local school districts across the state.

The Behavior Specialist provides assessment, case management, consultation and referrals of sensory impaired students with behavior challenges or mental illness. The Behavior Specialist's role is to ensure that these students have access to and are served by the most comprehensive educational, medical and mental health services available for children who are placed at MSDB.

Under general supervision and in accordance with established policies and procedures, the behavior specialist works directly with students, faculty, and staff to establish and maintain a culture of positive student behavior at MSDB.

Upon request of the local districts, consultation and technical assistance will be provided to the education planning teams of sensory impaired students who have behavior challenges or mental illness.

**EDUCATION AND**

**EXPERIENCE:**

Master's degree in School Counseling, Psychology, Social Work or other behavioral sciences; related field from an accredited college or university. Three (3) years of successful employment in an educational setting as a school psychologist, social worker, counselor, or behavior specialist preferred. Three (3) years working in an educational setting serving deaf, hard of hearing, and blind students preferred; or desire to work with deaf, hard of hearing, and blind students and commitment to learn more about these impairments as a requirement for being hired.

## **KNOWLEDGE AND**

### **SKILL:**

Knowledge of federal, state and local laws governing the identification of and planning for children with disabilities. Knowledge of legal and ethical standards, practices and guidelines in school counseling or social work, counseling theories, models and techniques for individual students and groups. Knowledge of basic etiologies of deafness and blindness and social, psychological, and educational implications of deafness and blindness on self help and independence, incidental learning, social interaction, and communication skills. Knowledge of assessment procedures of behavior and strategies for developing appropriate and successful interventions involving behavior issues, the counseling processes with students, and consulting process with parents, teachers and administrators. Knowledge of community based services and the referral process for counseling services. Knowledge of programs, resources, and training for staff. Ability to develop, implement, and manage support systems and manage time and program resources effectively. Ability to utilize effective oral, written and signed communication with students, staff, parents and stake holders. Ability to communicate in sign language at a level of proficiency sufficient for effective communication with deaf and hard of hearing student.

### **ADDITIONAL CONSIDERATIONS:**

Must be able to communicate directly and fluently in sign language with deaf and hard of hearing children both expressively and receptively in sign language.

### **BENEFITS:** Full Insurance Package

**APPLICATION AND SELECTION PROCESS:** Selection procedures to be used in evaluating applicant's qualifications include an evaluation of the Montana State Application form, application supplement, interview, and reference checks. **Late, incomplete or unsigned applications will be rejected.**

Application materials required are:

1. Signed and completed State of Montana Employment Application (PD-25, revised 12/93). Portions of the application may be photocopied if legible.
2. Application supplement.
3. Letters of reference from previous three employers (3 letters of reference).
4. Transcripts or all coursework leading to degrees or licensure.
5. Copies of Professional Licenses which are applicable to the requirements of the position.
6. Applicants claiming the Handicapped Person's Employment Preference must provide verification of eligibility with the application materials by the closing date. The required documentation includes a completed Department of Public Health and Human Services (DPHHS) Certification of Disability form.
7. Signed and dated Applicant Release of Information form.

**INQUIRIES AND REQUEST FOR APPLICATION:** Any Montana Job Service.  
Locally 1018 7<sup>th</sup> Street South, Great Falls, Montana, 406-791-5800.

**APPLICATION DEADLINE:** Applications may be returned to the Great Falls Job Service or to the Montana School for the Deaf and the Blind.

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**ACCOMMODATIONS:** The State of Montana and the Montana School for the Deaf and the Blind makes reasonable accommodations for any known disability that may interfere with an applicant's ability to compete in the recruitment and selection process. For the school to consider any such accommodations, the applicant must notify the school in writing of any needed accommodation by the application deadline.

**IMMIGRATION REFORM AND CONTROL ACT:** In accordance with the Immigration Reform and Control Act, the person selected must produce within three (3) days of hire, documentation that he/she is authorized to work in the United States. Examples of such documentation include a birth certificate or social security card along with a driver's license or other picture I.D., a United States passport or a green card.

**ADDITIONAL REQUIREMENTS:** MSDB is a non-smoking environment extending to the entire campus: there are no authorized smoking areas and smoke breaks are not given. All successful candidates must possess a Montana Drivers License; submit to a background check, which includes a criminal record review, and must not possess any felony or DUI convictions. It is the policy of the Board that any finalist for hire shall submit to a finger-print based national criminal history background check conducted by the FBI prior to recommendation for hire. Additionally, an "Applicant Release Form" must be completed and signed as part of the application.

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The Montana School for the Deaf and the Blind is an Affirmative Action/Equal Opportunity Employer (EOE). MSDB will not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, disability, age, religion, ancestry, union membership or any other legally protected classification. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

Students, parents, employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about accommodations for persons with disabilities, should contact the School Compliance Officer and Title IX/EEO Coordinator, Montana School for the Deaf and Blind, 3911 Central Avenue, Great Falls, Montana 59405. Phone (406) 771-6000.